

# Briefing Paper



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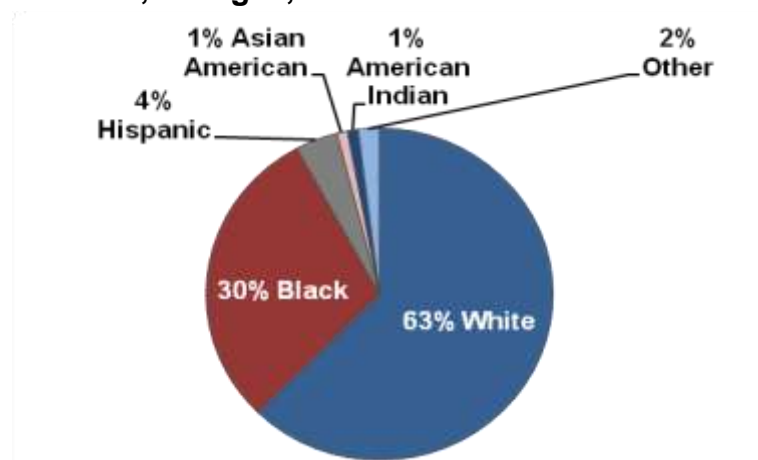
## The Status of Women in Eastern North Carolina

Women in Eastern North Carolina, and in North Carolina as a whole, have made significant progress during the last few decades, but more remains to be done to elevate women's status. The majority of women participate in the labor force—often in professional or managerial jobs—and make important contributions to the economic health of their communities. Yet, in some ways women's status still lags behind men's, and not all women are prospering equally. This briefing paper provides basic information about the status of women in Eastern North Carolina, focusing on women's earnings and workforce participation, level of education, poverty, access to child care, and health status. It also provides basic demographic information about women in this area.

### Basic Facts About Women in Eastern North Carolina

The racial and ethnic distribution of the female population in Eastern North Carolina is fairly similar to the state as a whole. More than one in three women and girls in Eastern North Carolina (37 percent) and the state (35 percent) are from a minority racial or ethnic group. Black women and girls in Eastern North Carolina make up a somewhat larger share of the female population than in North Carolina overall (30

**Figure 1. Distribution of Women and Girls by Race and Ethnicity in Eastern North Carolina, All Ages, 2009–2011**



Note: Racial and ethnic categories are exclusive: white, not Hispanic; black, not Hispanic; Asian American, not Hispanic; American Indian, not Hispanic; and Other, not Hispanic. Hispanics may be of any race. "Other" includes those who identify with two or more racial categories and those whom the Census Bureau did not classify. Total does not sum to 100 percent due to rounding.

Source: IWPR analysis of 2009–2011 Integrated Public Use Microdata Series (IPUMS) American Community Survey microdata (Ruggles et al. 2010).

percent compared with 22 percent). In both Eastern North Carolina and the state, Hispanics are the next largest minority racial or ethnic group (4 percent and 8 percent, respectively). Asian American and American Indian women and girls are the smallest racial and ethnic groups (Figure 1 and Table 1).

The median age for women and girls in Eastern North Carolina is 43 years, which is higher than the median age for this population in North Carolina and the United States overall (38 years; Table 1). Nineteen percent of the female population in Eastern North Carolina is 65 years or older, compared with 15 percent in both the state and nation as a whole. Nearly half of women in Eastern North Carolina aged 15 and older are married, as is the case in both the state and nation (Table 1).

<b>Table 1. Basic Demographic Statistics for Women and Girls</b>			
	<b>Eastern North Carolina</b>	<b>North Carolina</b>	<b>United States</b>
<b>Total Population</b>	559,262	9,656,401	311,591,919
Number of Women and Girls, All Ages	284,740	4,967,977	158,343,931
Median Age of All Women and Girls	43	38	38
Proportion of Women Aged 65 and Older	19%	15%	15%
<b>Distribution of Women and Girls by Race and Ethnicity, All Ages</b>			
White, Not Hispanic	63%	65%	63%
Black, Not Hispanic	30%	22%	13%
Hispanic	4%	8%	16%
Asian American, Not Hispanic	1%	2%	5%
American Indian, Not Hispanic	1%	1%	1%
Other, Not Hispanic	2%	2%	2%
<b>Proportion of Women and Girls Who Are Foreign-Born, All Ages</b>	3%	7%	13%
<b>Proportion of Women Who Are Married, Aged 15 and Older</b>	48%	47%	47%

Notes: Data for Eastern North Carolina are for 2009–2011. Data for North Carolina and the United States are for 2011 only. Totals may not sum to 100 percent due to rounding.

Source: IWPR analysis of 2009–2011 and 2011 American Community Survey microdata (Ruggles et al. 2010).

## Work and Earnings

The labor force participation rate for women aged 16 and older in Eastern North Carolina is somewhat lower than in the state overall, which is likely a result of the comparatively high share of women aged 65 years and older. Fifty-five percent of women in this area are in the workforce, compared with 59 percent in the state as a whole (Table 2). In Eastern North Carolina, as well as in the state and nation, women's labor force participation rate is considerably lower than men's (63 percent of men aged 16 and older in

Eastern North Carolina are in the workforce). Among women from the largest racial and ethnic groups, Hispanic women have the highest labor force participation rate at 64 percent, followed by black women (56 percent) and white women (54 percent; sample sizes are too small to report estimates for Asian American and American Indian women).<sup>1</sup>

In both Eastern North Carolina and the state, the labor force participation rate for women with dependent children (77 percent and 74 percent, respectively) is higher than it is for women overall (Table 2). Mothers with dependent children, however, are much less likely than fathers with dependent children to be working or looking for work. More than nine in ten fathers with children under age 18 in Eastern North Carolina and the state as a whole (Table 2) are in the workforce, suggesting that women are still more likely than men to cut back on employment when they become parents.

The majority of employed women in Eastern North Carolina work full-time (71 percent; Table 2). Women, however, are much more likely to work part-time than men (29 percent of women compared with 15 percent of men).<sup>2</sup> Women are more likely than men to say they work part-time because of child care problems or for other reasons related to family care. In the state overall (data are not available for Eastern North Carolina), 20 percent of women and 3 percent of men give these reasons for working part-time.<sup>3</sup> Part-time workers are less likely than full-time workers to receive paid leave, health care insurance, and employer-sponsored pensions (SHRM 2011).

More than one in three employed women in Eastern North Carolina (37 percent) work in professional or managerial occupations, which is a considerably higher proportion than employed men (23 percent; Table 2). The share of employed women and men working in professional and managerial jobs in Eastern North Carolina is lower than in the state as a whole (Table 2), suggesting that this area has more limited opportunities for higher-paying jobs.

While employed women in Eastern North Carolina are more likely than employed men to hold managerial or professional jobs overall, a larger share of employed men hold management positions (13 percent compared with 10 percent).<sup>4</sup> In general, data on Eastern North Carolina point to stark gender segregation within broad occupational groups. Employed women are much more likely than employed men to work in service occupations (24 percent compared with 15 percent), office and administrative support occupations (19 percent compared with 5 percent), and sales and related occupations (13 percent compared with 8 percent). Employed men, however, are considerably more likely than employed women to work in construction and extraction occupations; installation, maintenance, and repair occupations; production occupations; and transportation and material moving occupations. These occupations account for 43 percent of men's jobs in Eastern North Carolina compared with 7 percent of women's jobs.<sup>5</sup>

Occupational segregation and women's underrepresentation in management jobs reduce women's earnings compared with men's (Hess, Hegewisch, Williams, and Yi 2013). In 2009–2011, the median earnings for women in Eastern North Carolina who work full-time, year-round were \$29,476 compared with \$36,871 for men (Table 2). These earnings for full-time workers result in a gender earnings ratio of 80 percent, which is identical to the gender earnings ratio in the state as a whole. Median earnings for

**Table 2. Overview of Women's and Men's Economic Status**

	<b>Eastern North Carolina</b>	<b>North Carolina</b>	<b>United States</b>
<b>Labor Force Participation Rate, Aged 16 and Older</b>			
Women	55%	59%	59%
Men	63%	69%	69%
Mothers With Children Under 18 Years of Age	77%	74%	73%
Fathers With Children Under 18 Years of Age	92%	93%	93%
<b>Percent of Employed Women and Men Who Work Full-Time, Aged 16 and Older</b>			
Women	71%	72%	71%
Men	85%	84%	84%
<b>Percent of Employed Women and Men in Professional or Managerial Occupations, Aged 16 and Older</b>			
Women	37%	40%	40%
Men	23%	31%	33%
<b>Median Annual Earnings, Full-Time, Year-Round Workers, Aged 16 and Older</b>			
Women	\$29,476	\$32,500	\$36,100
Men	\$36,871	\$40,800	\$46,000
<b>Gender Earnings Ratio, Aged 16 and Older</b>	80%	80%	78%
<b>Gender Earnings Ratio by Educational Attainment, Aged 25 and Older</b>			
Less Than High School Diploma	77%	77%	72%
High School Graduate	69%	75%	76%
Some College or Associate's Degree	74%	76%	74%
Bachelor's Degree or Higher	77%	69%	72%
<b>Proportion of Women and Men with a Bachelor's Degree or Higher, Aged 25 and Older</b>			
Women	19%	27%	28%
Men	17%	26%	29%
<b>Proportion of Women and Men with a High School Diploma or Less, Aged 25 or Older</b>			
Women	45%	40%	41%
Men	54%	46%	44%
<b>Percent of Women and Men Living Below Poverty, Aged 18 and Older</b>			
Women	18%	17%	15%
Men	12%	13%	12%
<b>Percent of Households with Incomes At or Below 200% of the Poverty Line Receiving Food Stamps</b>	38%	33%	32%
<b>Percent of Women and Men Without Health Insurance Coverage, Aged 18–64</b>			
Women	21%	21%	19%
Men	27%	25%	24%

Notes: Data for Eastern North Carolina are for 2009–2011. Median earnings are in 2011 inflation-adjusted dollars.

Data for North Carolina and the United States are for 2011 only.

Source: IWPR analysis of 2009–2011 and 2011 American Community Survey microdata (Ruggles et al. 2010).

both women and men in Eastern North Carolina, however, are lower than in the state overall, where they are \$32,500 for women and \$40,800 for men (Table 2).

Although education increases women's earnings, it does not eliminate the gender earnings gap. Women with a bachelor's degree or higher in Eastern North Carolina earn 77 cents on the dollar compared with men who hold this same level of education (Table 2), resulting in a gender wage gap of 23 percent. In Eastern North Carolina, women with the highest and lowest educational levels face the smallest gender wage gap, which is a different pattern from the state as a whole. In North Carolina overall, the gender wage gap is largest when only women and men with bachelor's degrees or higher are compared (Table 2).

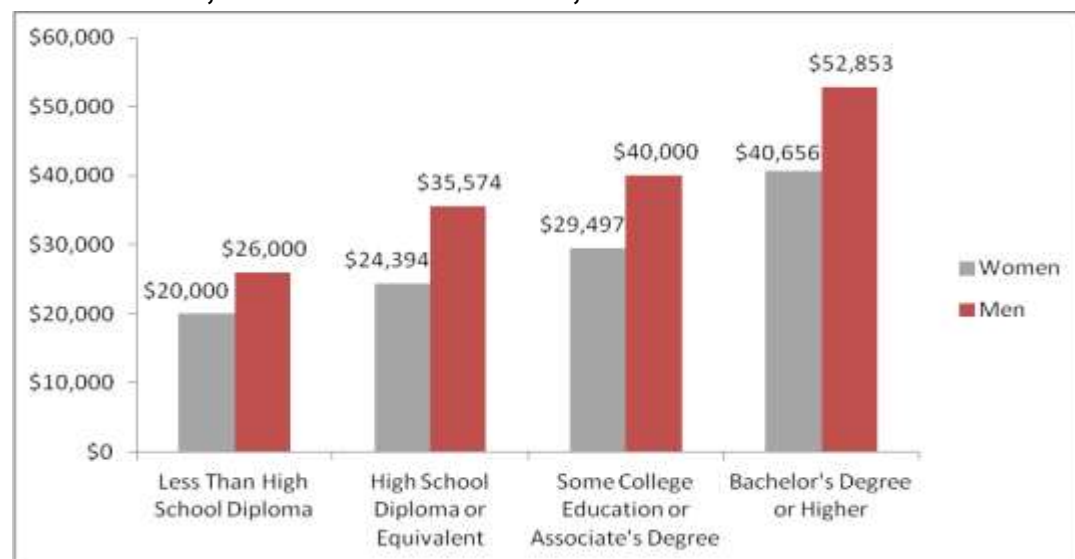
## **Educational Attainment**

Both women and men in Eastern North Carolina are much less likely than their counterparts in the state and nation to have at least a bachelor's degree. Nearly one in five women (19 percent) and about one in six men (17 percent) aged 25 and older in Eastern North Carolina have a bachelor's degree or higher, compared with more than one in four women and men in the state and nation as a whole (Table 2).

The comparatively low levels of education among women in Eastern North Carolina mean that a substantial number of women—an estimated 90,774, or 45 percent—either have not completed high school or have only a high school diploma or the equivalent.<sup>6</sup> While an even higher share of men have such low educational attainment (54 percent; Table 2), it is more difficult for women with this level of education to find jobs with earnings sufficient to support a family. The median annual earnings for women in Eastern North Carolina with less than a high school diploma are just \$20,000, compared with \$26,000 for their male counterparts. Women who have completed a high school degree have somewhat higher median earnings at \$24,394, which is more than \$10,000 less than the median earnings for men with this level of education (\$35,574; Figure 2).

While median earnings rise with each step up the educational ladder—showing the importance of education for women's ability to earn family-sustaining wages—the gender earnings gap persists even at the highest levels. Women with some college education or an associate's degree have median earnings of \$29,497 compared with \$40,000 for their male counterparts. The median annual earnings for women with a bachelor's degree or higher are \$40,656, which is more than \$12,000 less than the median earnings for men with this level of education (\$52,853; Figure 2).

**Figure 2. Median Annual Earnings by Gender and Educational Attainment, Aged 25 and Older, Eastern North Carolina, 2009–2011**



Note: Median earnings are in 2011 inflation-adjusted dollars.

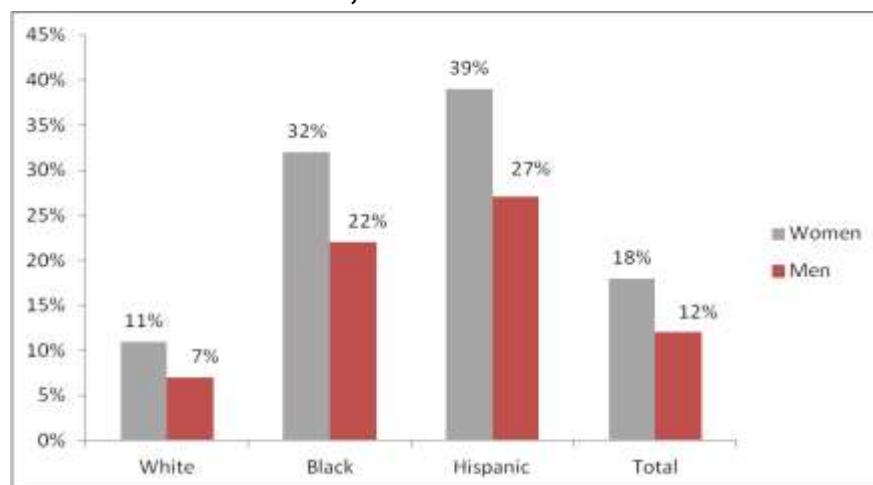
Source: IWPR analysis of 2009–2011 American Community Survey microdata (Ruggles et al. 2010).

## Poverty

A substantial number of women in Eastern North Carolina have family incomes that leave them below or close to the federal poverty line. An estimated 40,534 women aged 18 and older (18 percent) live below the poverty line, while another 49,321 (22 percent) live near poverty (with incomes between 100 and 200 percent of the federal poverty line).<sup>7</sup> Women are more likely than men to live below the poverty line (18 percent compared with 12 percent; Table 2 and Figure 3). Thirty-eight percent of households in Eastern North Carolina with incomes at or below 200 percent of the federal poverty line receive food stamps, a higher proportion than in the state and nation (33 percent and 32 percent, respectively; Table 2).

In Eastern North Carolina, as in North Carolina as a whole, poverty varies considerably among the largest racial and ethnic groups. Hispanic women have the highest poverty rate at 39 percent, which is more than three times as high as the rate for white women (11 percent) and higher than the rate for black women (32 percent; Figure 3). In the state overall, Hispanic women have the highest poverty rate (33 percent), followed by American Indian women (28 percent), black women (26 percent), and white and Asian American women (13 percent each).<sup>8</sup> For all the racial and ethnic groups shown in Figure 3, women's poverty rates are higher than men's. This holds true for the state as well (Hess, Hegewisch, Williams, and Yi 2013).

**Figure 3. Poverty Rates for Women and Men Aged 18 and Older by Race/Ethnicity, Eastern North Carolina, 2009–2011**



Notes: Racial and ethnic categories are exclusive: white, not Hispanic; and black, not Hispanic. Samples sizes are insufficient to provide separate estimates for Asian Americans and American Indians. Includes those with family incomes below the federal poverty line.

Source: IWPR analysis of 2009–2011 American Community Survey microdata (Ruggles et al. 2010).

Families headed by single women with children face a considerably higher risk of living in poverty than other families. In Eastern North Carolina, the share of families headed by single women with children among all families with children ranges from 18 percent (in Perquimans) to 47 percent (in Hertford and Hyde; Table 3). Yet, families headed by single women with children make up a disproportionate share of families living in poverty; in 17 of 20 counties in Eastern North Carolina, more than six in ten families in poverty with dependent children are headed by single women (Table 3). Unfortunately, the public safety net is failing many poor families: in North Carolina as a whole, only eight percent of single women with children under 18 and family incomes at or below 200 percent of the federal poverty line receive welfare cash assistance.<sup>9</sup>

## Child Care

Early care and education programs provide an important workforce support for mothers and fathers. Affordable, quality child care makes it possible for parents to do their jobs while knowing their children are receiving adequate support and a good education. Unfortunately, many families in the United States have limited access to affordable child care. In the absence of quality, affordable child care, many women interrupt their tenure in the labor market, reducing their ability to provide for their families and save for retirement. Other women may be forced to put their children in low-quality, unreliable care.

Historically, North Carolina has had strong initiatives to prepare children for kindergarten and support working parents. Smart Start, the state's early childhood initiative that was established in 1993 as a public/private partnership, has received national recognition for its efforts to improve the quality, affordability, and accessibility of early care and education.<sup>10</sup> Similarly, North Carolina's More at Four

**Table 3. The Status of Children: Family Income, Poverty, and Child Care**

	<b>Family Income</b>	<b>Poverty</b>			<b>Child Care</b>			
	Annual Income a Family of One Adult and Two Children Needs to Afford Essential Living Expenses, 2010 <sup>1</sup>	Number of Families in Poverty With Children Under 18 Years, 2007–2011 <sup>2</sup>	Share of All Families in Poverty With Children Under 18 That Are Headed by Single Women, 2007–2011 <sup>3</sup>	Share of All Families With Children Under 18 That Are Headed by Single Women, 2007–2011 <sup>3</sup>	Number of Children Eligible for Child Care Subsidy, SFY 2010–2011 <sup>4</sup>	Budget Available to Serve Eligible Children, SFY 2010–2011 <sup>4</sup>	Percent of Eligible Children Receiving Subsidized Child Care Services, SFY 2010–2011 <sup>4</sup>	Total Number of Children Aged 0 to 5 Enrolled in Child Care, 2011 <sup>5</sup>
<b>Beaufort</b>	\$38,633	1,620	61%	31%	2,215	\$2,280,418	19%	946
<b>Bertie</b>	\$39,230	775	71%	40%	1,017	\$800,348	17%	412
<b>Camden</b>	\$40,577	107	76%	21%	356	\$139,813	10%	160
<b>Carteret</b>	\$40,475	1,150	64%	29%	2,298	\$1,974,162	17%	985
<b>Chowan</b>	\$40,628	498	78%	38%	758	\$727,889	24%	526
<b>Craven</b>	\$40,389	2,792	70%	31%	5,051	\$4,993,497	22%	2,013
<b>Currituck</b>	\$46,120	293	79%	21%	990	\$679,919	14%	371
<b>Dare</b>	\$45,940	527	48%	24%	1,228	\$1,313,556	22%	525
<b>Gates</b>	\$40,628	367	75%	31%	476	\$302,920	13%	155
<b>Halifax</b>	\$38,135	1,965	78%	44%	2,871	\$2,446,313	18%	1,065
<b>Hertford</b>	\$38,086	768	82%	47%	1,429	\$1,045,258	18%	684
<b>Hyde</b>	\$40,884	283	78%	47%	264	\$210,630	13%	124
<b>Jones</b>	\$39,853	192	89%	34%	493	\$470,059	20%	N/A
<b>Martin</b>	\$41,450	901	69%	38%	1,339	\$1,243,645	21%	689
<b>Northampton</b>	\$38,086	640	83%	45%	996	\$796,319	18%	429
<b>Pamlico</b>	\$38,086	288	54%	25%	457	\$542,238	29%	186
<b>Pasquotank</b>	\$41,887	1,327	60%	28%	2,574	\$1,734,005	16%	1,444
<b>Perquimans</b>	\$40,577	392	32%	18%	590	\$441,888	17%	213
<b>Tyrrell</b>	\$40,577	109	71%	30%	190	\$104,888	16%	N/A
<b>Washington</b>	\$39,505	552	85%	46%	757	\$737,274	23%	380
<b>North Carolina</b>	\$41,920	225,613	62%	28%	391,549	N/A	N/A	207,953

Notes: N/A indicates data are not available. “Single women” refers to women who are married with an absent spouse, separated, divorced, widowed, or never married.

Sources: <sup>1</sup> Sirota and McLenaghan 2010.

<sup>2</sup> IWPR compilation of 2007–2011 American Community Survey data accessed through American Fact Finder (U.S. Department of Commerce 2013).

<sup>3</sup> IWPR analysis of 2007–2011 American Community Survey data accessed through American Fact Finder (U.S. Department of Commerce 2013).

<sup>4</sup> North Carolina Division of Child Development and Early Education 2012.

<sup>5</sup> Annie E. Casey Foundation 2013.



Pre-Kindergarten Program—the state’s targeted early education program for at-risk four-year-olds—was identified in 2011 as one of six programs nationally to meet all ten benchmarks for quality care delineated by the National Institute for Early Education Research (National Institute for Early Education Research 2011).

Despite the supports offered by these strong initiatives, many North Carolina families find the cost of child care prohibitively expensive. In North Carolina, the average cost of full-time, year-round child care ranges from \$6,227 (for a four-year-old in a family child care home) to \$9,185 (for an infant in a child care center; Child Care Aware of America 2012). By comparison, average annual tuition and fees at a four-year public college in the state are \$5,685 (Child Care Aware of America 2012). In Eastern North Carolina, only a small percentage of children who are eligible for child care subsidies receive them. The number of eligible children ranges from 190 to 5,051 per county, while the percentage of eligible children who receive a subsidy varies from 10 percent (in Camden) to 29 percent (in Pamlico; Table 3).

## Health

Health is an important component of women’s overall well-being that contributes to their economic stability, educational attainment, and employment opportunities. While many women in Eastern North Carolina experience good health, women as a whole in this region have worse health outcomes on a number of indicators than their counterparts in the state and nation, suggesting that health remains an aspect of women’s status in Eastern North Carolina that needs to be examined and addressed.

Having health insurance coverage is critical to women’s access to health care. In Eastern North Carolina, more than one in five women (21 percent) aged 18–64 do not have health insurance of any kind, which is the same proportion as in the state as a whole (Table 2).<sup>11</sup> Lack of health insurance coverage leaves women without coverage not only for basic wellness and check up visits, but also for severe or chronic medical problems.

On several other selected indicators of women’s health, Eastern North Carolina has relatively poor outcomes. When using an age-adjusted mortality rate from heart disease, which accounts for distributional age differences among population groups, women in the majority of Eastern North Carolina counties have higher mortality rates than in the state overall (Table 4). Washington County has the highest rate at 289.8 per 100,000 women, which is nearly twice the rate for women in North Carolina overall (147.0 per 100,000). Tyrrell and Martin counties have the next highest rates at 239.6 per 100,000 and 236.8 per 100,000, respectively. Camden has the lowest rate at 108.0 per 100,000 (Table 4). The same general pattern holds true for diabetes: women in most Eastern North Carolina counties for which data are reported have a higher mortality rate from the disease than in the state overall. Among the counties with available data, only Carteret and Beaufort have lower rates (15.6 per 100,000 and 18.6 per 100,000 compared with 19.4 per 100,000 in North Carolina as a whole; Table 4).

**Table 4. Overview of Women's Health Status**

	<b>Total Number of Teen Pregnancies, Aged 15–19 Years, 2011<sup>1</sup></b>	<b>Pregnancy Rate Among Teens Aged 15–19 (per 1,000), 2011<sup>1</sup></b>	<b>Heart Disease Mortality Rate per 100,000, All Ages, 2006– 2010<sup>2</sup></b>	<b>Mortality Rate from Stroke and Other Cerebrovascular Diseases, All Ages, 2006–2010<sup>2</sup></b>	<b>Diabetes Mortality Rate, All Ages, 2006– 2010<sup>2</sup></b>	<b>Breast Cancer Mortality Rate, All Ages, 2006– 2010<sup>3</sup></b>
<b>Beaufort</b>	82	60.7	175.0	72.5	18.6	22.2
<b>Bertie</b>	28	44.0	128.1	52.8	43.3	25.1
<b>Camden</b>	7	N/A	108.0	N/A	N/A	N/A
<b>Carteret</b>	73	42.1	163.4	51.1	15.6	20.1
<b>Chowan</b>	24	58.1	162.5	43.2	35.8	30.3
<b>Craven</b>	171	58.3	154.3	46.8	20.4	20.7
<b>Currituck</b>	49	64.3	128.8	40.5	N/A	N/A
<b>Dare</b>	32	38.7	145.1	35.1	N/A	21.9
<b>Gates</b>	17	N/A	148.0	N/A	N/A	N/A
<b>Halifax</b>	113	64.1	183.9	51.2	36.9	36.6
<b>Hertford</b>	48	53.5	132.8	51.8	50.1	33.0
<b>Hyde</b>	9	N/A	158.1	N/A	N/A	N/A
<b>Jones</b>	14	N/A	211.4	62.0	N/A	N/A
<b>Martin</b>	37	50.5	236.8	75.2	27.4	24.6
<b>Northampton</b>	24	37.8	164.6	43.7	30.5	25.8
<b>Pamlico</b>	20	59.3	127.4	52.6	N/A	N/A
<b>Pasquotank</b>	64	41.3	164.6	46.6	20.6	29.9
<b>Perquimans</b>	8	N/A	139.6	44.7	N/A	N/A
<b>Tyrrell</b>	5	N/A	239.6	N/A	N/A	N/A
<b>Washington</b>	17	N/A	289.8	52.4	N/A	N/A
<b>North Carolina</b>	13,909	43.8	147.0	47.9	19.4	23.1
<b>United States</b>	N/A	N/A	154.2	41.0	18.9	22.6

Notes: N/A indicates data are not available.

All mortality rates are per 100,000 and age-adjusted to the 2000 U.S. standard population.

Source: <sup>1</sup> North Carolina Department of Health and Human Services 2011.

<sup>2</sup> IWPR compilation of data from the Centers for Disease Control and Prevention 2012.

<sup>3</sup> IWPR compilation of data from the National Cancer Institute 2013.

Eastern North Carolina also does not fare particularly well compared with the state as a whole on women's mortality rates from breast cancer and stroke and other cerebrovascular diseases. Only four of eleven counties in the area for which breast cancer mortality rates are available have rates that are below the state average (Table 4). Seven of the sixteen counties in Eastern North Carolina for which data on female mortality rates from cerebrovascular disease are reported have rates below the state average of 47.9 per 100,000; only two counties, however, have rates below the national average of 41.0 per 100,000 (Table 3). Martin County has the highest age-adjusted female mortality rate from stroke and other cerebrovascular diseases at 75.2 per 100,000, while Dare has the lowest (35.1 per 100,000; Table 4).<sup>12</sup>

Although teen pregnancy rates have fallen in the state and nation in recent years, teenage pregnancy remains a significant concern in many areas. In the majority of counties in Eastern North Carolina for which teen pregnancy rates are reported, the rates are considerably higher than the overall state rate of 43.8 per 1,000 teens aged 15–19. Currituck and Halifax counties have the highest teen pregnancy rates at 64.3 per 1,000 and 64.1 per 1,000, respectively. Northampton has the lowest (37.8 per 1,000; Table 4).

## Conclusion

Many women in Eastern North Carolina are thriving, yet the data reviewed in this briefing paper show that there are still areas for improvement, including the wage gap, access to affordable child care, and educational attainment. Policy recommendations to address these challenges include:

- promoting quality flexible working practices to make it easier for parents to combine paid work with caregiving;
- increasing financial supports, including child care, for women with low levels of income;
- expanding career counseling and mentoring for women and girls;
- facilitating further access to education and encouraging women and girls to pursue education and careers in nontraditional areas;
- monitoring workforce development to ensure that women and men have equal access to training in high-growth, well-paid careers;
- supporting more targeted teen pregnancy prevention programs and increased support for teens who are already pregnant and parenting;
- improving access to health care services needed to monitor and address conditions such as heart disease and diabetes; and
- ensuring that all families who need it receive welfare cash assistance from “Work First,” North Carolina’s Temporary Assistance for Needy Families program.

## Methodological Notes

This briefing paper presents data for the state of North Carolina, the United States, and Eastern North Carolina, defined to include Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Gates, Halifax, Hertford, Hyde, Jones, Martin, Northampton, Pamlico, Perquimans, Pasquotank, Tyrrell, and

Washington counties. Demographic and economic data are based primarily on IWPR analysis of the IPUMS version of the American Community Survey (Ruggles et al. 2010). To ensure sufficient sample sizes that allow for reliable reporting, IWPR used estimates that combine three years of data (2009–2011) for Eastern North Carolina. Data for the state and nation are for 2011 only, except where otherwise noted. Data on child care come from the Annie E. Casey Foundation Data Center Kids Count, Child Care Aware of America, and the North Carolina Division of Child Development and Early Education. Data on women’s health are from the Centers for Disease Control and Prevention and the North Carolina Department of Health and Human Services. To define Eastern North Carolina, IWPR aggregated Public Use Microdata Area variables (PUMAs), which are the smallest geographic unit available within American Community Survey microdata. A full description of the methodology is available in IWPR’s 2013 *Status of Women in North Carolina* report (Hess, Hegewisch, Williams, and Yi 2013).

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## Notes

<sup>1</sup> IWPR analysis of 2009–2011 American Community Survey microdata (Ruggles et al. 2010).

<sup>2</sup> IWPR analysis of 2009–2011 American Community Survey microdata (Ruggles et al. 2010).

<sup>3</sup> Hess, Hegewisch, Williams, and Yi 2013.

<sup>4</sup> IWPR analysis of 2009–2011 American Community Survey microdata (Ruggles et al. 2010).

<sup>5</sup> IWPR analysis of 2009–2011 American Community Survey microdata (Ruggles et al. 2010).

<sup>6</sup> IWPR analysis of 2009–2011 American Community Survey microdata (Ruggles et al. 2010).

<sup>7</sup> IWPR analysis of 2009–2011 American Community Survey microdata (Ruggles et al. 2010).

<sup>8</sup> IWPR analysis of 2011 American Community Survey microdata (Ruggles et al. 2010).

<sup>9</sup> IWPR analysis of 2011 American Community Survey microdata (Ruggles et al. 2010).

<sup>10</sup> See <<http://www.smartstart-nc.org/>> (accessed January 29, 2013).

<sup>11</sup> Those who have health insurance coverage of any kind were covered by one of the following options at the time the American Community Survey data were collected: 1) employer-provided insurance; 2) privately purchased insurance; 3) Medicare; 4) Medicaid or other governmental insurance. The Census Bureau does not consider respondents to have coverage if their only coverage is from Indian Health Services (IHS), since IHS policies are not always comprehensive.

<sup>12</sup> The ICD-10 codes used for heart disease, cerebrovascular disease, and diabetes are 100–109, I11, I13, and I20–151 (heart disease); 160–169 (cerebrovascular disease); and E10–14 (diabetes).

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